

TO: Tim Rogers, Staff, House W&M Committee, ESC Ad Hoc Study Subcommittee

FROM: Representative Mike Forrester

DATE: December 3, 2009

SUBJECT: Survey of Plant Managers and HR Managers

1) Over the past month, I met with over forty Plant Managers and HR Managers with companies in Spartanburg, Cherokee and Union Counties. Attached are the issues and concerns they shared as well as suggestions they offered with regard to the SC ESC. I would like for you to share this list with the Ad Hoc Sub-committee that's looking at the ESC.

2) The reason I called you today was to ask you to research the possibility of the last item on my attached list of items. Specifically, I'm looking at how we might restructure the WIB under the State Technical College System. Call me if you have questions.

Thanks, Mike

#### **Employment Security Commission Issues/ Recommendations**

- The agency wastes a lot of money with mail pieces explaining the process-should be in one document
- Employees will volunteer for a temporary layoff so they can take the pay and stay at home  
Have we created incentives for employers to lay off employees?
- Temporary employment is growing in numbers we need to rethink our policies on this.
- Employees who take early retirement packages are eligible for unemployment- this needs to be changed
- On-line jobs aren't being updated in a timely manner
- Employees are continuing to draw their unemployment after they return to work
- There needs to be room for discretionary calls on the cap for mass filing for companies-it's now capped at 6 within a benefit year
- Employees file for unemployment against a company that they have never worked for and get benefits. There needs to be a cross check or validation of the "Quarterly Unemployment Report" by the ESC. It appears that they are merely rubber stamping the request.
- There needs to be a better way to conduct hearings, video conference, and phone. There also needs to be some sort of security officer in the rooms when held in person. Some have experienced adversarial circumstances.
- The rapid response teams are doing a great job. Don't mess with that!
- The web site is user friendly
- Computers/software are outdated and information isn't shared with other agencies like the WIB
- The state of Georgia has a program where those who collect an unemployment check have to work for a company in the community in order to remain qualified. Need to research their practice

- Appears to employers that hearing for termination for cause typically are favored toward the employee
- There is an issue with folks saying why should I work when I can draw unemployment they actually turn down jobs.
- Something needs to be done to restructure the WIBs as well. In some communities they won't work with the ESC and this results in duplication of service which we can't afford.
- From an economic development standpoint when we meet with a prospective project the Community /Technical College, ReadySC, and ESC are at the table. It's a great working team. It would seem to me that if we had the WIBs reporting to the State Tech System, who by the way, is the workforce development agency, that we could bring the total package to the table and increase our competitiveness for projects, bring more jobs to our state and reduce duplication of effort.